



Issue 8

FLEET MASTER CHIEF JOHN MINYARD

September 2010



Hello Shipmates,

For 234 years, the men and women of the United States Navy have proudly defended our country. Sailors, both Officer and Enlisted, have upheld the highest of principles through the most difficult of times and trials. Their courage has been unwavering. Their honor was never tarnished and their commitment to the Navy and our country was never in question. As professional Sailors, we should embrace and pass down the highest ideals, as we proudly proclaim in our Navy Ethos and Core Values – Honor, Courage and Commitment.

The day we joined the Navy and took the Oath was one of the proudest days of our lives. We joined an organization with a proud and honorable legacy of service in both peace and war. It was bigger than any individual, and we proudly served as those who came before us also served. Today, sadly, a small percentage have chosen to stray from the path of honor and are failing to live up to their oath and obligations.

Throughout this past year, we have seen far too many cases of misconduct by Sailors. I'm not talking about junior Sailors doing foolish things on liberty. I'm talking about Sailors, E-1 to E-9, as well as our Officer Corps, blatantly disregarding U.S. Navy regulations. Every single day I see reports of fraternization, discrimination, harassment, alcohol and drug abuse; and perhaps most sickening of all, physical or sexual assault against a Shipmate. A Shipmate!

As your Fleet Master Chief, I am disappointed by this. As a leader and a professional Sailor, I am angered that we let it happen and outraged that we continue to allow it within our organization.

Too long have we tolerated these actions and turned a blind eye toward questionable behavior or made excuses for our Shipmates. Honor: Where is the honor in sexual harassment, or worse – sexual assault? Courage: How brave do you have to be to take advantage of a Shipmate? Commitment: Where is our commitment to our ideals and rules and regulations? Where is your sense of heritage and our commitment to honor the brave men and women who have served before us? Do we really honor their sacrifices and service when we do not live up to our Ethos?

Core Values and Navy Ethos should be - MUST BE - a part of our life, each and every day. They MUST be regular topics for training and discussion within our workspaces, the Chief's Mess, FCPOAs, junior enlisted associations and any other venue we can think of to stem this pattern of misconduct.

Leadership by example is the foundation of our Navy Ethos. This Ethos underscores and reinforces our Core Values while stressing the importance of a professional and disciplined Navy combat force. This does not mean we follow them when it's convenient for us, or only when we're in uniform – they apply to us 24/7. Our personal actions and conduct are an example to everyone we serve with, junior and senior alike, we must set an example that is beyond reproach.

Remember that we are now in a time of war. There are those that are actively plotting to harm our country. When Shipmates violate principles of honor, courage, and commitment, it detracts from our focus on the mission. Don't let the actions of a few bring us all down.

Someone once said, "If you fail to set the example, why should you expect group members to do any better? To help keep the group together and get the job done, everything you do and say should line up with the best possible examples of leadership. When you set the example, you help facilitate the results you want as a leader."

I have a challenge for all of you. Are you leading by example? What do you want your legacy to be?

Live up to our Core Values and Navy Ethos!

Very Respectfully,
Fleet Minyard

For the Record

Memorial Service Travel

NAVADMIN 285/10 outlines procedures for providing eligible family members assistance to attend a memorial service for deceased active duty Navy personnel at government expense. The Navy will provide round-trip travel and transportation allowances for eligible family members to attend one command/Navy sponsored memorial service, at a location other than the burial location, for any Sailor who dies while on active-duty. Travel and transportation allowances include travel to and from, and up to two days per diem at the memorial service location.

Enlisted Warfare Programs

NAVADMIN 268/10 outlines changes to the Navy Enlisted Warfare Qualification Programs instruction (OPNAV 1414.8) which establishes requirements and the timeframe for initial qualification of all enlisted Sailors assigned to warfare qualifying commands. Warfare programs are essential in ensuring our Sailors understand their working environment, and are able to safely and effectively operate their equipment and/or platforms. Each warfare sponsor will establish and maintain an instruction that delineates prerequisites and formal procedures for qualifications, re-qualification, disqualification and failure to qualify for their specific program.

Learning and Development Roadmap

Learning and Development Roadmaps (LADRs) are now available for all enlisted ratings and pay grades, as announced in NAVADMIN 258/10. Each rating-specific LADR is organized around significant career phases to enable targeted learning opportunities and sequenced to match growing and changing roles throughout a career. LADR will be used as part of sailor career development boards in providing leaders with tools to recognize and reinforce a Sailor's forward progress, along with providing positive job and character traits. Continuous use of LADR allows sailors to effectively chart progress toward accomplishment of Navy-valued professional career goals.

On the Horizon

National POW/MIA Recognition Day is traditionally observed on the third Friday of September. The theme for this year's POW/MIA Recognition Day, "Until every story ends," emphasizes the sacrifices American service men and women have made throughout history to ensure the freedoms we, our families, and our nation continue to enjoy.

Submission for the FY10 Copernicus Awards competition must be submitted no later than November 1. Nominees must have made a specific, demonstrable contribution to Naval Warfare in the advancement of C4I, Information Systems or Information Warfare fields. More information about the Copernicus Awards and how to submit a nomination can be found in NAVADMIN 277/10.



United States Navy Ethos

We are the United States Navy, our Nation's sea power – ready guardians of peace, victorious in war.

We are professional Sailors and Civilians – a diverse and agile force exemplifying the highest standards of service to our Nation, at home and abroad, at sea and ashore.

Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.

We are a team, disciplined and well-prepared, committed to mission accomplishment. We do not waver in our dedication and accountability to our Shipmates and families.

We are patriots, forged by the Navy's core values of Honor, Courage and Commitment. In times of war and peace, our actions reflect our proud heritage and tradition.

We defend our Nation and prevail in the face of adversity with strength, determination, and dignity.

We are the United States Navy.



Department of the Navy

CORE VALUES CHARTER



As in our past, we are dedicated to the Core Values of Honor, Courage and Commitment to build the foundation of trust and leadership upon which our strength is based and victory is achieved. These principles on which the U.S. Navy and the U.S. Marine Corps were founded continue to guide us today. Every member of the Naval Service – active, reserve, and civilian, must understand and live by our Core Values. For more than two hundred years, members of the Naval Service have stood ready to protect our nation and our freedom. We are ready today to carry out any mission; deter conflict around the globe and, if called upon to fight, be victorious. We will be faithful to our Core Values of Honor, Courage and Commitment as our abiding duty and privilege.

~ HONOR ~

I am accountable for my professional and personal behavior. I will be mindful of the privilege I have to serve my fellow Americans.

I will:

- Abide by an uncompromising code of integrity, taking full responsibility for my actions and keeping my word.
- Conduct myself in the highest ethical manner in relationships with seniors, peers and subordinates.
- Be honest and truthful in my dealings within and outside the Department of the Navy.
- Make honest recommendations to my seniors and peers and seek honest recommendations from junior personnel.
- Encourage new ideas and deliver bad news forthrightly.
- Fulfill my legal and ethical responsibilities in my public and personal life.

~ COURAGE ~

Courage is the value that gives me the moral and mental strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.

I will:

- Have the courage to meet the demands of my profession and the mission entrusted to me.
- Make decisions and act in the best interest of the Department of the Navy and the nation, without regard to personal consequences.
- Overcome all challenges while adhering to the highest standards of personal conduct and decency.
- Be loyal to my nation by ensuring the resources entrusted to me are used in an honest, careful and efficient way.

~ COMMITMENT ~

The day-to-day duty of every man and woman in the Department of the Navy is to join together as a team to improve the quality of our work, our people and ourselves.

I will:

- Foster respect up and down the chain of command.
- Care for the professional, personal and spiritual well being of my people.
- Show respect toward all people without regard to race, religion or gender.
- Always strive for positive change and personal improvement.
- Exhibit the highest degree of moral character, professional excellence, quality and competence in all that I do.

Scuttlebutt

Issues and Answers from the Fleet.

Issue: Why does it take so long for board results, like the CPO selection board, to be released?

Answer: In order to make sure each and every person on the advancement board selection results is fully qualified for their promotion, board results go through a thorough screening process before they are released. Obviously board members look at each package thoroughly in order to determine the best candidates for promotion, but those selected subjected to additional screening against databases that board members may not have had access to. These databases include the Naval Criminal Investigative Service, Navy Inspector General, National Crime Information Center, and those used for security clearances. The advancement list is then reviewed by PERS-8 and the Judge Advocate staff at the Navy Personnel Command before being sent off to Washington where it receives yet another check by the N1 staff in Washington D.C., to eliminate any possibility of administrative errors on the list. This may seem like an overly convoluted or complicated process, but this is one case where accuracy is an absolute must.

Issue: Why has my clothing allowance been reduced?

Answer: Your clothing allowance has not been reduced, it has merely been returned to its original amount following the rollout of the Navy Working Uniform (NWU). Beginning in FY08 the Navy temporarily increased uniform allowances to help Sailors complete the purchase of four (4) sets of NWUs. Not only is your clothing allowance back to the normal amount, but current Navy inventory of the NWU shows that most Sailors have not purchased the required four sets of NWUs. In my travels around the Pacific Fleet AOR, I've found that most Sailors have just 2 sets, so let's put that allowance to it's intended use and "turn-to" and get the four working uniforms that you are required to have.

For more News and Information about U.S. Pacific Fleet visit:

<http://www.cpf.navy.mil>

<http://twitter.com/PacificFleet>

<http://www.flickr.com/photos/compacflt/>

<http://www.facebook.com/USPacificFleet>

<http://www.youtube.com/USPacificFleet>

